

Thriving in Uncertain Times

ESPYR
THINK. LEARN. EVOLVE.

EPA – LAS VEGAS

Objectives

- › Understand the nature of change
- › Understand change management strategies
- › Learn time management strategies
- › Learn resiliency techniques to adapt to change & challenges & maintain your motivation

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Change

- › What kind of changes do we face at work?
- › What kind of changes do we face in our lives?
- › What feelings does change bring up for us?

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Four Roles in Change Scenario

- **Investigator**-seeks information, wants to know what is going on, has begun to explore the change and is open
- **Opportunist**-feels things will work out, wants to figure out how to make the change work for their best interest, feels that they will survive and may even do better

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Four Roles in Change Scenario

- **Resistor**- feels angry and frustrated, complains a lot and acts out in counterproductive ways
- **Adaptor**- wants to work as a team to incorporate change, can be used as a champion for change and sees the change as an adventure

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Inevitability of Change

There are only two possible outcomes:

- Be a Change Victim
- Be a Change Master

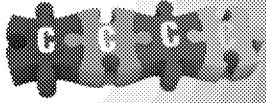


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Change Management Strategies

Master the Four C's


- Commitment
- Challenge
- Connection
- Control



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Food for thought....


When a door closes, another one opens. But often we stand there *so long* looking at the closed door, that we do not see the one that has opened.



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Other Life Changes

- Expected Changes
- Unexpected Changes
- Planned Changes



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Managing Change

What are some ways to manage life changes?

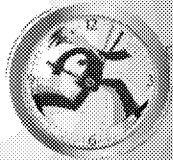
To Become a Change Master in Life:

- Time Management
- Building Resiliency
- Change our Perceptions



Time Management Requirements:

- Time awareness
- Prioritize
- Partializing



Time Management Requirements (continued)

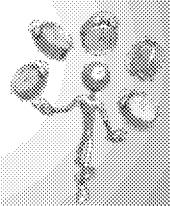
- Prepare



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Time Management Requirements (continued)

- Focus
- Achieve



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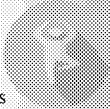
Resiliency

One's capacity to cope with stress and catastrophe

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Building Resilience (physically)

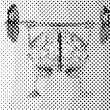
- Healthy eating
- Regular physical activity
- Regular relaxation techniques
- Limit use of alcohol; avoid other substances
- Adequate sleep
- Regular screenings



Building Resilience & Coping Skills Worksheet

Building Resilience (mentally)

- Positive self-talk
- Use a sense of humor
- Getting clear about values/goals/priorities
- Be assertive—learn how to ask for what you want/need
- Improve communication skills
- Taking time for mental health



Building Resilience & Coping Skills Worksheet

Building Resilience (socially)


- Building and maintaining support systems
- Investing in relationships
 - Spouse
 - Children
 - Parents
 - Family
 - Community
 - Pets
- Clear communication
- Intimacy



Building Resilience & Coping Skills Worksheet

Building Resilience (spiritually)

- Meditation
- Prayer
- Worship
- Faith
- Commitment



Faith and commitment can strengthen people

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Change Your Perceptions By:

- Changing unrealistic expectations and irrational beliefs
 - "I should be used to this change by now!"
 - "Why couldn't things have stayed the same?"
- Building self-esteem
- Cultivating a positive attitude
- Redefining situation in a less stress-provoking way

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Closing Thoughts

- Change is a human condition
 - We face changes each and every day
 - Buddha said "Happiness becomes possible when one recognizes that the only permanent thing in life is change."
- Choose to be a Change Master in your life!

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